

Recognizing the Positives: Catching Others at their best

- Presented during EAP Emphasis Month by United Behavioral Health, your EAP provider.
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What Are the Benefits of Being Positive?

- Improve working environment.

Positive people tend to achieve more.

- Enhance personal relationships.

Positive people are more pleasant to be around.

- Enhance personal wellness.

Positive people tend to have healthier lives.

Barriers to Being Positive

- Others! The people we work or live with.
- Working conditions and frustrations.
- World situations.
- Our personal emotional and physical health.
- We feel we have no control over a situation.

Rumination: Making the Negative Even Worse

- Ruminating means we keep dwelling on the negative thought, situation, or event.
- We are tempted to believe that rumination is a form of problem-solving.
- Ruminating is more likely to take us to self-defeating beliefs such as over generalizing, exaggerating, and either/or thinking.

Attitude is Everything

Attitude Adjustment Scale

Please rate your current attitude. Read the statement and circle the number where you feel you belong. If you circle a 10 you are saying your attitude could not be better in this area; if you circle a 1, you are saying it could not be worse. Be honest!

Being Grateful

List the things you can be grateful for (include all parts of your life) What are some of the positive and good things that have happened to you within the past 12 months?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

What You Can Do at Work

- Start with your own attitude.
- Focus on the things for which you are grateful and remind yourself of them.

THEN

- Be determined to demonstrate good manners, civility and helpfulness to others.
- Look for opportunities to express praise for what you see others doing.

What You Can Do at Work (cont.)

- Eat a healthy breakfast before work.
- Use good time management. Use a to-do list.
- Smile when you speak to others.
- Take a short break when overwhelmed.
- Avoid pity parties and poor-me talk.
- See mistakes as lessons for learning not defeats.
- Look for ways to have fun.
- Forgive when offended.

What If There is a Conflict?

- Use assertive communication skills to seek a Win-Win resolution; you may need to initiate the discussion.
- Use an effective problem-solving method to give you a structured strategy.
- Conflict resolution can take time, but remember that the goal is a positive working relationship!

What You Can Do at Home

- Start with your own attitude (heard that before?)
- Apply the Golden Rule. Don't wait for the "other" person to be nice first.
- Look at relationships as complimentary, not adversarial.
- Keep communicating; watch out for assumptions.
- You may need to do some forgiving here too.

What You Can Do at Home (cont.)

- Schedule time “for the relationship.”
- Remind yourself of the positive things the other person brings to the relationship and let them know you know (compliments, thanks, expressions of appreciation).
- Be willing to civilly negotiate areas of disagreement, with the goal of agreement.

What If You Need More Help?

- Keep practicing your listening skills.
- Remind yourself again of what you can be grateful for.
- Ask for feedback from someone you trust.
- Help someone in need.
- Make sure you have forgiven.
- Use the EAP benefit to help you.